1st Watch on the First-Term of Enlistment

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Achieving Human Resource Solutions Through Innovative Research

1st Watch Objective

Understand what affects career across first-term of enlistment

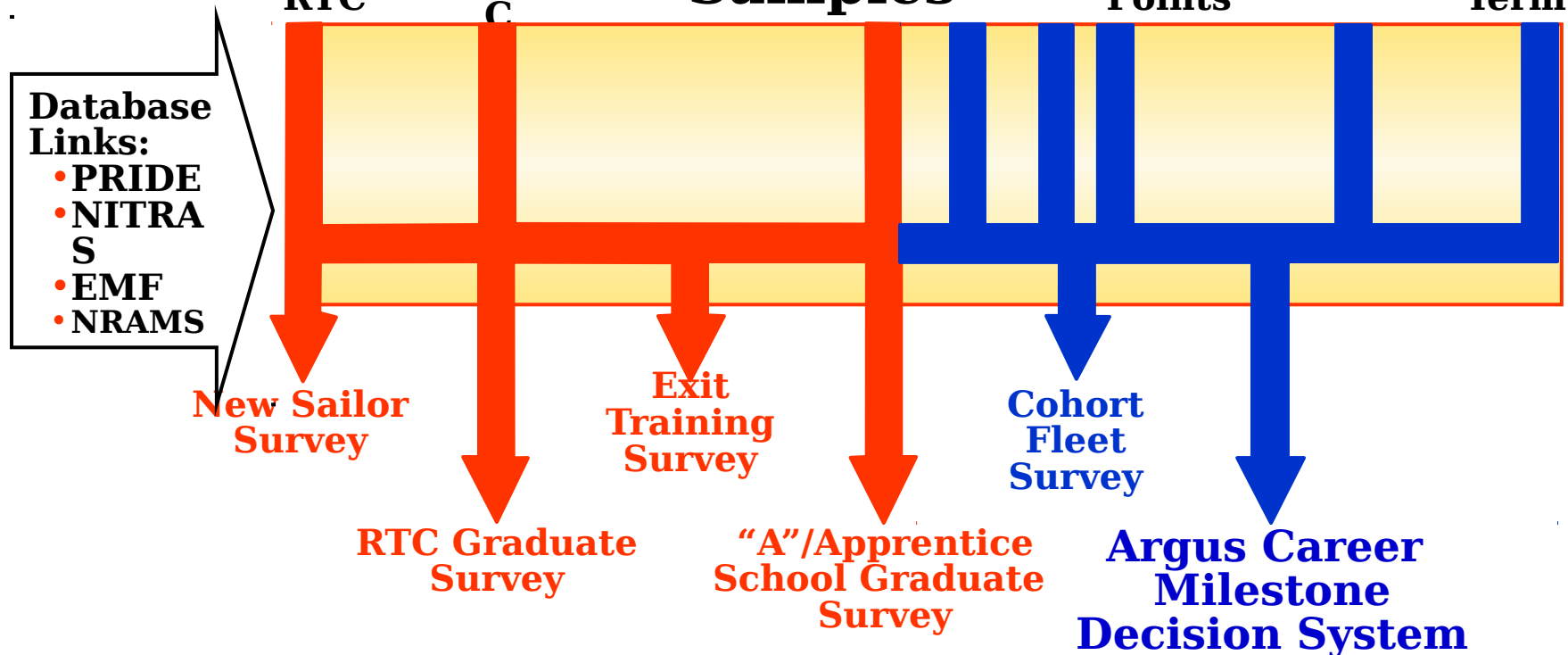| Comprehensive Questionnaire	+	Unique Measures	+	Longitudinal Design

- Identify recruits/sailors at risk
- Identify intervention points
- Provide tools for

- Better quality sailors
- Better prepared sailors

Use New Instruments and Existing Data with Longitudinal and Cross-Sectional Samples

Begin in RTC

End RTC

End "A"

Fleet Transition Points

End 1st Term

Database Links:
- PRIDE
- NITRAS
- EMF
- NRAMS

New Sailor Survey

RTC Graduate Survey

Exit Training Survey

"A"/Apprentice School Graduate Survey

Cohort Fleet Survey

Argus Career Milestone Decision System

Navy Personnel Research, Studies, & Technology

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Conceptual Model for 1st Watch

Person-Environment Fit

Individual Variables	Experiential Variables	Moderating Variables	Outcome Variables
		Perception of Fit with Navy and Group	
Ability	**Navy Experiences**	**Stress Adaptability**	**Cognitive Appraisals**	**Attrition Retention**
Expectations	**Stress**	**Self-Efficacy**	**Hope**	**Performance**
	Morale	**Need for Achievement**	**Perceived Social Support**	
		Fear of Failure	Commitment	
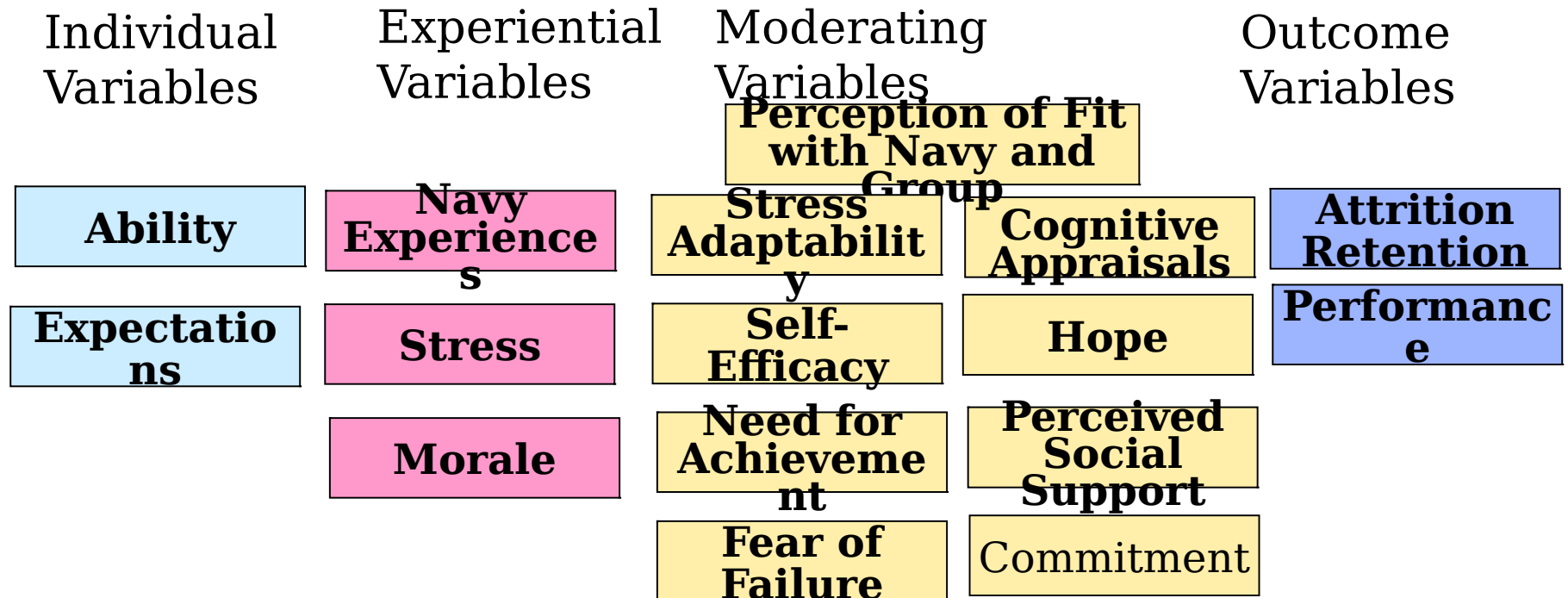
Person-Environment Fit

- **B=f(P,E)   Lewin (1951)**

  Positive experiences result of work providing environment compatible with personal characteristics

  Person-Organization fit (personal values-organizational culture)

  Person-Job fit (needs-supplies; demands-ability)

  Person-Group fit (compatibility with other trainees, co-workers)

- **Measurement**

  Direct vs. indirect

  Subjective vs. objective

Questionnaires and their Common Components

New Sailor Survey	RTC Graduate Survey	A/Apprentice Graduate	Exit During Training Survey
Influence to Join Navy	RTC Command Climate	SSC Command Climate	RTC/SSC Command Climate
Recruiting and DEP	Recruiting and DEP	Training Evaluation	Recruiting and DEP
Classification	Classification & Re-class	Satisfaction with Rating	Classification
P-E Fit	*P-E Fit*	*P-E Fit*	*P-E Fit*
Stress Adaptability Scale	*Training Experiences*	*Training Experiences*	*Training Experiences*
Social Support	*Problems During Training*	*Problems During Training*	*Problems During Training*
Cognitive Appraisals	*Navy Commitment Scale*	*Navy Commitment Scale*	Reasons to Leave
Personality Measures			

Fleet Survey: Design

- **Web-based administration**

- **Should take approximately 12 minutes to complete**

- **Items on the Fleet Survey will cover a variety of topics, including:**

Demographics	**Navy life: stress, morale, discrimination/harassment**
Experiences/Expectations before RTC	
Training experiences: RTC, A/Apprentice School, Job-related, General military	**Organizational commitment**
	Career intent
Current job satisfaction	**Influences to stay or leave the Navy**
	Person-Environment Fit

Preliminary Results

- **Data from New Sailor Survey**

  Self-efficacy, Hope, Cognitive Appraisals highly correlated

  Negative Cognitive Appraisals, Fear of Failure, Stress correlated

- **Links with disposition (RTC graduate, non-graduate)**

  Stress lower, morale higher for RTC grads

  Coping adaptability higher for RTC grads

  Perceived social support from RDCs and shipmates higher for RTC grads, social undermining lower for grads

  P-O fit best predictor of commitment

Future

- **Design and test Cohort Fleet questionnaire**

    Web-based questionnaire operational May 04

      Coordinated with NPDC

- **First technical report anticipated Jun 04**

- **Continue data collection at Great Lakes through FY04 with revised measures**

- **Revised A/Apprentice web-based survey available April 04**

- **Design on-line query systems for sponsor access to data**

      Query system available to sponsors April 04

Project Team

- **NPRST**

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